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UPCOMING EVENTS

The 2020 Accommodation Law Conference

Ottawa April 21 & 22
Saskatoon May 5 & 6
Edmonton May 13 & 14
Vancouver June 10 & 11
Winnipeg June 16 & 17

The 26th Annual Labour Law Review

Winnipeg Fall 2020
Edmonton Fall 2020
Saskatoon Fall 2020
Vancouver Fall 2020

The conference will be taking place at the **Infinity Convention Centre** located at 2901 Gibford Drive in Ottawa.

There will be lots of **FREE PARKING**.

Special guestroom rates have been arranged for registrants at two hotels located within walking distance of the conference venue, The Infinity Convention Centre. Book early as availability is limited.

- Homewood Suites by Hilton Ottawa Airport, 3605 Paul Anka Drive.** Special rates start at \$169. Call reservations at (613) 422-3678 and ask for the group rate for the Accommodation Law Conference, Block Code "ALC."
- Holiday Inn Express Ottawa Airport, 2881 Gibford Drive.** Special rates start at \$154. Call reservations at (613) 247-9500 and ask for the group rate for the Accommodation Law Conference, Block Code "ALC."

Both hotels offer free parking, free hot breakfasts and free airport shuttles.

ACCOMMODATIONS

TUITION

Tuition includes two-day program, conference binder, Certificate of Attendance, continental breakfast and refreshments.

Accommodations and other meals are not included.

Individual \$795 (plus \$103.35 HST = \$898.35)
Group (3 + each) \$745 (plus \$96.85 HST = \$841.85)
Super Group (7 + each) \$695 (plus \$90.35 HST = \$785.35)

To qualify for group rates, individuals must be from the same organization, or union local, AND register together at the same time.

Individuals registering separately will not qualify for group rates.

CANCELLATIONS must be in writing and received by **April 14** in order to qualify for a full refund less a \$50 administration fee. Non-compliance will result in liability for the entire tuition.

SUBSTITUTIONS may be made at any time.

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The leader in labour law education.

THE 2020 ACCOMMODATION LAW CONFERENCE

New legal breakthroughs in the duty to accommodate and their impact on the unionized workplace



Ottawa

April 21 & 22, 2020
Infinity Convention Centre



labour law online.ca
CENTRE FOR LABOUR-MANAGEMENT DEVELOPMENT

Catch up on the year's top legal developments in the duty to accommodate affecting unions and unionized employers

Tuesday, April 21

REGISTRATION: 7:30 – 8:30 A.M.

MORNING SESSION: 8:30 A.M. TO 12:00 P.M.
ANDREW ASTRITIS AND KECIA PODETZ

The Year's Top Accommodation Cases

A review of important new accommodation cases in Canada and their impact on unions and employers.

AFTERNOON SESSION: 1:15 TO 4:30 P.M.
RAQUEL CHISHOLM AND SEAN MCGEE

Update on Accommodating Family Status

While there is still no national consensus on the test for family status, recent cases update the law on such issues as work scheduling, work assignments and granting time off.

Update on Accommodation Remedies

How arbitrators, tribunals and the courts continue to award significant damage awards and other remedies in accommodation cases.

Update on Accommodating Mental Disabilities

New cases on accommodating mental disabilities and successful strategies for handling challenging mental health accommodations.

Update on Accommodating Substance Addiction

New cases on the challenges of accommodating employees with drug and alcohol addictions.

Wednesday, April 22

MORNING SESSION: 8:30 A.M. TO 12:00 P.M.
PAUL CHAMP AND MEG STEELE

Handling Medical Information in Accommodation Cases: A Checklist for Unions and Employers

Steps for employers and unions to follow when medical information is required in support of an employee's accommodation claim, from the first day of absence to a full return to work.

When Seniority Rights Collide with the Duty to Accommodate

How to strike a balance between the rights of an accommodated employee and the seniority rights of co-workers in the context of vacancies, bumping, layoff, and displacement of incumbents.

Accommodating Religion: New Cases and New Insights for Unions and Employers

New cases shed light on the duty to accommodate an employee's religion, including accommodating requests for alternative dress, shift changes, breaks and holidays.

Pay and Benefit Entitlements for Accommodated Employees

Calculation of pay, service and seniority-related benefits for employees during temporary and permanent accommodations.

AFTERNOON SESSION: 1:15 TO 3:00 P.M.
ANDREW TREMAYNE (CHAIR)

Accommodation Allowed... or Denied?

A labour arbitrator offers instant rulings on accommodation grievances presented by union and management counsel.

Your Presenters

Andrew Astritis

Union Counsel
Raven, Cameron,
Ballantyne & Yazbeck
Ottawa

Raquel Chisholm

Employer Counsel
Emond Harnden
Ottawa

Sean McGee

Union Counsel
Raven, Cameron,
Ballantyne & Yazbeck
Ottawa

Margaret-Marie (Meg) Steele

Senior Legal Counsel
City of Ottawa
Ottawa

Andrew Tremayne

Labour Arbitrator,
Mediator
and Independent
Investigator
Ottawa

Paul Champ

Union Counsel
Champ & Associates
Ottawa

Peter Engelmann

Union Counsel
Goldblatt Partners
Ottawa

Kecia Podetz

Employer Counsel
Emond Harnden
Ottawa

